

## Amplicon Ethical Policy

Amplicon's profitability and sustainability aims are intertwined with our core values of openness, responsibility and integrity. Our reputation as a company with a high ethical standard in which trust and confidence can be placed is one of our most important and fundamental assets.

We safeguard the interests of all stakeholders with whom we have dealings by:

**Providing our customers and suppliers with a dependable, responsive and honest long term business partner.**

Our communication avoids untruth, concealment and overstatement. We do not give business gifts or offer entertainment designed to induce favourable treatment.

**Providing our suppliers with a business partner who pays on time, is willing to work through problems amicably and actively seeks to engender a long term relationship of trust.**

We accept no monetary gifts. Any trivial token gift received will not remain with the employee to whom it is given, but will be given to another employee selected at random. Substantial gifts, such as we cannot reciprocate, will not be accepted and all gifts which have the potential to be seen as being designed to influence a business transaction will be subject to investigation by Amplicon's Board of Directors.

**Observing and respecting the laws and customs of any country in which we undertake business transactions.**

We undertake to make and retain proper and complete records of all transactions to comply with all relevant tax, custom duties, exchange controls and other laws or regulations. No anti-competitive activity is undertaken or endorsed. We will continue to minimise negative impact on the environment while strictly observing legislation designed to protect it.

**Valuing our employees as Amplicon's greatest resource.**

Our recruitment and employee treatment is entirely free of discrimination. We invest heavily in training and personal development, appreciating talent and diversity. We encourage and recognise both individual and team effort. We vigorously protect the health and safety of our employees regardless of the type of work they undertake or their location.

**Observing the highest ethical standards in dealing with our competitors.**

We compete strongly and honestly by adding value to every transaction we undertake. We aim to produce an offer that represents the best value for money in the marketplace. We do not damage the reputation of our competitors.

**Respecting our Local Community.**

We are committed to developing our relationships with the community and strive to be good neighbours. Amplicon seeks to be as inclusive as possible by working with local people and interest groups. We do this by sharing our knowledge, resources and time with those in our community that can benefit from our assistance. We support various local projects, schools and charities and these we regularly review to ensure that our on-going support is continually delivered and developed.

**Environmental responsibility.**

Amplicon implements and actively seeks to improve environmentally friendly policies. We re-use and recycle wherever possible and always dispose of our business waste in environmentally appropriate ways. We use local providers for our waste disposal wherever possible, thus minimising our impact on the environment

**Customer consultation.**

We will regularly reappraise our customers' views on these and other related issues and constantly develop our Ethical policy accordingly.